



WIOA

Titles I and III

Performance

Updates

DWS PERFORMANCE

Presentation Overview

- ▶ WIOA Primary Indicators of Performance
- ▶ Participation and Service Type
- ▶ Data Source
- ▶ Measurement Timeline
- ▶ PY 2018 Actual Results
- ▶ NC Negotiated Levels of Performance for PY 2019

WIOA Primary Indicators of Performance

- ▶ Primary Indicators apply to all core WIOA Programs
 - ▶ The Adult Program (Title I)
 - ▶ The Dislocated Worker Program (Title I)
 - ▶ The Youth Program (Title I)
 - ▶ The Adult Education and Literacy Program (Title II)
 - ▶ The Wagner-Peyser Act Program (Title III)
 - ▶ The Vocational Rehabilitation Program (Title IV)

WIOA Primary Indicators of Performance

“The Four E’s”

Employment

Employment Rate Q2
Employment Rate Q4

Earnings

Median Earning 2nd Quarter
After Exit

Education

Credential Attainment up to
1 Year After Exit

Employers

Effectiveness in Serving
Employers

Participation and Service Type

Not Included in Performance: —————→ *Basic Career Services*

▶ **Reportable Individual**

- ❖ Individuals who engage with the system on a initial level (self-service, information-only services) but who do not complete the requirements to become participants.

Included in Performance: —————→ *Individualized Career Services and Training Services*

▶ **Participant**

- ❖ A reportable individual who has received services beyond self-service or information only activities after satisfying all applicable program requirements

▶ **Youth Participant**

- ❖ A reportable individual who has satisfied all applicable program requirements AND has received one or more of the 14 WIOA Youth Program Elements

Data Sources

- **Wage Record**
 - ▶ Employment Q2
 - ▶ Employment Q4
 - ▶ Median Earnings
- **Information Entered in the System**
 - ▶ Measurable Skill Gains
 - ▶ Credential Attainment
 - ▶ Effectiveness in Serving Employers
- **All service/activity codes are related to performance.** Services are provided according to the participant's needs toward the goal of obtaining employment
- **Training codes will include the participant in the denominator** for the Credential and Measureable Skill Gains measures

Measurement Timeline

| | PY 2016 (7/1-6/30, Annual Report 10/1) | | | | PY 2017 (7/1-6/30, Annual Report 10/1) | | | | PY 2018 (7/1-6/30, Annual Report 10/1) | | | | PY 2019 (7/1-6/30, Annual Report 10/1) | | | |
|--------------------------------------------------------------------------------|-------------------------------------------|-----------------|-----------------|-----------------|-------------------------------------------|-----------------|-----------------|-----------------|-------------------------------------------|-----------------|-----------------|-----------------|-------------------------------------------|-----------------|-----------------|-----------------|
| | Jul-Sep 2016 | Oct-Dec 2016 | Jan-Mar 2017 | Apr-Jun 2017 | Jul-Sep 2017 | Oct-Dec 2017 | Jan-Mar 2018 | Apr-Jun 2018 | Jul-Sep 2018 | Oct-Dec 2018 | Jan-Mar 2019 | Apr-Jun 2019 | Jul-Sep 2019 | Oct-Dec 2019 | Jan-Mar 2020 | Apr-Jun 2020 |
| Adult, DW, Youth | | | | | | | | | | | | | | | | |
| USDOL Exiters | | | | | | | | | | | | | | | | |
| Employment Rate Q2 [Educ/Emp for Youth] | | | | | | | | | | | | | | | | |
| Median Earnings Q2 | | | | | | | | | | | | | | | | |
| Employment Rate Q4 [Educ/Emp for Youth] | | | | | | | | | | | | | | | | |
| Credential Rate | | | | | | | | | | | | | | | | |
| Skill Gains (real-time Indicator) | | | | | | | | | | | | | | | | |
| Employer Indicators (states select 2 of 3, shared outcome for all WIOA Titles) | | | | | | | | | | | | | | | | |
| Employer Retention Q2 and Q4 | | | | | | | | | | | | | | | | |
| Employer Penetration | | | | | | | | | | | | | | | | |
| Repeat Business Customer | | | | | | | | | | | | | | | | |

Employment Rate Q2

% of Exiters employed during the 2nd quarter after exit

**Youth includes enrollment in training or education

| Program | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|---------|---------|---------|---------------------|
| Adult | 72.2% | 79.6% | 72.0% |
| DW | 75.8% | 76.2% | 77.0% |
| Youth | 72.2% | 70.9% | 73.0% |
| WP | 71.4% | 72.5% | 72.0% |

Employment Rate Q4

% of Exiters employed during the 4th quarter after exit

**Youth includes enrollment in training or education

| Program | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|---------|---------|---------|---------------------|
| Adult | 72.5% | 75.8% | 71.0% |
| DW | 75.3% | 75.7% | 74.5% |
| Youth | 72.3% | 73.2% | 72.0% |
| WP | 71.1% | 72.3% | 71.0% |

Median Earnings

**The midpoint (50%) of wages earned
during the 2nd quarter after exit**

| Program | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|---------|---------|---------|---------------------|
| Adult | \$4,733 | \$5,641 | \$5,000 |
| DW | \$6,864 | \$7,070 | \$6,500 |
| Youth | \$2,718 | \$2,860 | <i>Baseline</i> |
| WP | \$4,650 | \$4,943 | \$5,000 |

Credential Rate

% of Exiters who obtained a credential during participation or within 1 year after exit

****secondary school must earn credential AND
be employed or enrolled in further education/training**

| Program | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|----------------|----------------|----------------|----------------------------|
| Adult | 58.1% | 56.3% | <i>53.0%</i> |
| DW | 63.6% | 59.2% | <i>60.0%</i> |
| Youth | 50.6% | 53.4% | <i>53.0%</i> |

Measurable Skill Gains

% of in-program participants in an education or training program that achieved at least one skill gain

| Program | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|---------|---------|---------|---------------------|
| Adult | 29.1% | 43.6% | <i>Baseline</i> |
| DW | 31.2% | 52.9% | <i>Baseline</i> |
| Youth | 32.7% | 41.4% | <i>Baseline</i> |

Effectiveness in Serving Employers

- ▶ Singular, shared outcome across ALL WIOA title programs, not reported or tracked by individual program
- ▶ Only measured once per program year, not quarterly like the other indicators
- ▶ States select 2 of the 3 indicator options
- ▶ Establishments: defined by the BLS Quarterly Census of Employment and Wages (QCEW) using FEIN.
- ▶ Indicator performance is dependent on Employer Services/Activities being entered into NCWorks.

Good Rule of Thumb

If it's not in the system, it didn't happen.

Effectiveness in Serving Employers

Repeat Business Customers

- Percentage of employers who have used WIOA core program services more than once during the last three reporting periods
- Note: since WIOA performance began in July 2016, 3 years (reporting periods) of data is not yet available for this measure.

Establishments served during the current reporting period AND that during the 3 prior periods have used core program services more than once

Number of establishments served during the current reporting period

Effectiveness in Serving Employers

Employer Penetration

- Percentage of employers using WIOA core program services out of all employers in the State

Total number of establishments that received a
service during the reporting period

Total number of establishments

******For NC, the current total number of establishments is 282,386 according to BLS******

Effectiveness in Serving Employers

| Employer Measure | PY 2017 | PY 2018 | <i>PY 2019 Goal</i> |
|-------------------------------|---------|---------|---------------------|
| Employer Penetration Rate | 8.12% | 10.85% | <i>Baseline</i> |
| Repeat Business Customer Rate | 46.06% | 38.87% | <i>Baseline</i> |

Assessing the State's Performance



§ 677.190(c) outlines the *three criteria that will be used to assess a State's performance* at the end of a PY:

- | | | |
|-------------------------------------|---|------------------------|
| 1. An overall State program score | → | 90% considered passing |
| 2. An overall State indicator score | → | 90% considered passing |
| 3. Individual indicator scores | → | 50% considered passing |

The three points of performance failure under sec. 116(f)(1) of WIOA are:

1. A failing average program score for any core program
2. A failing average indicator score for any indicator across programs
3. A failing score on any individual indicator for each of the core programs

Assessing the State's Performance

| Indicator/Program | Title I Adults | Title I Dislocated Workers | Title I Youth | Title II Adult Education | Title III Wagner - <u>Peyser</u> | Title IV Rehabilitative Services | Average Indicator Score |
|----------------------------------------|------------------------------------------------------------------------------------|----------------------------|---------------|--------------------------|----------------------------------|----------------------------------|-------------------------|
| Employment 2nd Quarter After Exit |  | | | | | | 1 |
| Employment 4th Quarter After Exit | | | | | | | 2 |
| Median Earnings 2nd Quarter After Exit |  | | Baseline | | | | 3 |
| Credential Attainment Rate | | | | | | | 4 |
| Measurable Skill Gains | | Baseline | | | | | 5 |
| Effectiveness in Serving Employers | | | | | | | 6 |
| Average Program Score | 7 | 8 | 9 | 10 | 11 | 12 | — |

Assessing the State's Performance for PY18

| Program | Measure | Actual Performance | Negotiated Performance Level | % of Goal |
|-------------------|---------------------------------------------------|--------------------|------------------------------|-----------|
| Adult | Employment Q2 | 79.6% | 70.0% | 113.71% |
| | Employment Q4 | 75.8% | 70.0% | 108.29% |
| | Median Earnings | \$5,641 | \$4,800 | 117.52% |
| | Credential | 56.3% | 51.0% | 110.39% |
| | Measurable Skill Gain | 43.6% | Baseline | N/A |
| | Adult Performance Average 07/01/2018 – 09/30/2019 | | | 112.48% |
| Dislocated Worker | Employment Q2 | 76.2% | 75.5% | 100.93% |
| | Employment Q4 | 75.7% | 73.0% | 103.70% |
| | Median Earnings | \$7,070 | \$6,200 | 114.03% |
| | Credential | 59.2% | 58.0% | 102.07% |
| | Measurable Skill Gain | 52.9% | Baseline | N/A |
| | DW Performance Average 07/01/2018 – 06/30/2019 | | | 105.18% |

Assessing the State's Performance for PY18

| Program | Measure | Actual Performance | Negotiated Performance Level | % of Goal |
|---------------|------------------------------------------------------------------|--------------------|------------------------------|----------------|
| Youth | Employment Q2 | 70.9% | 70.0% | 101.29% |
| | Employment Q4 | 73.2% | 69.0% | 106.09% |
| | Median Earnings | \$2,860 | Baseline | N/A |
| | Credential | 53.4% | 51.0% | 104.71% |
| | Measurable Skill Gain | 41.4% | Baseline | N/A |
| | Youth Performance Average 07/01/2018 – 06/30/2019 | | | 104.03% |
| Wagner-Peyser | Employment Q2 | 72.5% | 70.0% | 103.57% |
| | Employment Q4 | 72.3% | 69.0% | 104.78% |
| | Median Earnings | \$4,943 | \$4,800 | 102.98% |
| | Wagner-Peyser Performance Average 07/01/2018 – 06/30/2019 | | | 103.78% |

- Note: The Credential and MSG indicators are not part of W-P performance data.

Assessing the State's Performance for PY18

| Indicator/Program | Title I Adults | Title I Dislocated Workers | Title I Youth | Title II Adult Education | Title III Wagner-Peyser | Title IV VR Services | Average Indicator Score |
|------------------------------------------|----------------|----------------------------|---------------|--------------------------|-------------------------|----------------------|-------------------------|
| Employment 2nd Quarter After Exit | 113.71% | 100.93% | 101.29% | Baseline | 103.57% | Baseline | 104.88% |
| Employment 4th Quarter After Exit | 108.29% | 103.70% | 106.09% | Baseline | 104.78% | Baseline | 105.72% |
| Median Earnings - 2nd Quarter After Exit | 117.52% | 114.03% | Baseline | Baseline | 102.98% | Baseline | 111.51% |
| Credential Attainment Rate | 110.39% | 102.07% | 104.71% | Baseline | | Baseline | 105.72% |
| Measurable Skill Gains | Baseline | Baseline | Baseline | Baseline | | Baseline | Baseline |
| Effectiveness in Serving Employers | Baseline | Baseline | Baseline | Baseline | Baseline | Baseline | Baseline |
| Average Program Score | 112.48% | 105.18% | 104.03% | Baseline | 103.78% | Baseline | |

NC Negotiated Levels of Performance

| Program Year | Performance Indicators | Title I Programs | | | Title III Programs |
|--------------|----------------------------------------------------|------------------|--------------------|----------|--------------------|
| | | Adults | Dislocated Workers | Youth | Wagner-Peyser |
| 2019 | Employment Rate 2nd Quarter After Exit | 72.0% | 77.0% | 73.0% | 72.0% |
| | Employment Rate 4th Quarter After Exit | 71.0% | 74.5% | 72.0% | 71.0% |
| | Median Earnings 2nd Quarter After Exit | \$5,000 | \$6,500 | BASELINE | \$5,000 |
| | Credential Attainment within 4 Quarters After Exit | 53.0% | 60.0% | 53.0% | |
| | Effectiveness in Serving Employers | | | | BASELINE |

What's Next?

- ▶ Performance Indicator Negotiations
 - Expected some time next spring
- ▶ The End of Baseline?!
 - It is anticipated that the PY 2020/2021 negotiations would bring an end to the baselining process that DOL has been employing for some measures.
- ▶ Sanctions/Penalties
 - Similarly it is anticipated that some form of sanctions/penalties would be implemented for PY 2020/2021.

No specific details are known at the moment, so be on the lookout for more information in the coming months.

Looking Ahead to Negotiations for PY 2020

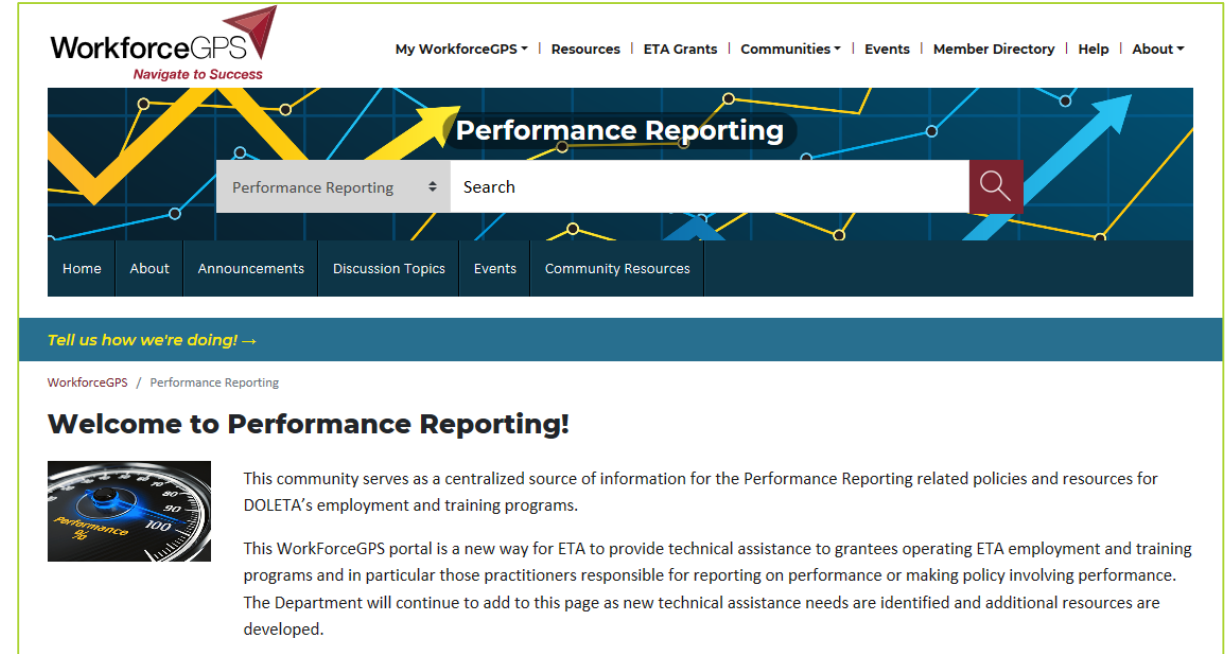
Items that must be considering in negotiations per TEGl 09-17:

1. How the levels involved compare with the State adjusted levels of performance established for other states
2. How the levels involved have been proposed using an objective statistical adjustment model provided by the Department
3. The extent to which the levels involved promote continuous improvement and ensure optimal return on the investment of Federal funds
4. The extent to which levels involved will assist the state in meeting performance goals established by the Secretaries of Education and Labor in accordance with the Government Performance and Results Act (GPRA) of 1993.

Resources

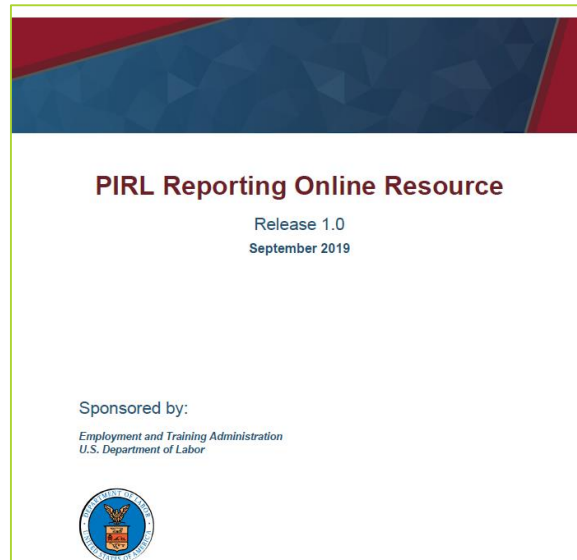
► WorkforceGPS.org

- Source of information presented in easier to understand formats
- Community of users
- Webinars
- E-Learning Modules



► PIRL Reporting Online Resource

- An effort by DOL to essentially develop a PIRL Handbook
- Will be developed in stages with the initial release available now





Questions?

References and Resources

- ▶ **TEGL 10-16, Change 1:** Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs
- ▶ **TEGL 14-18:** Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor (DOL)
- ▶ **TEGL 19-16:** Guidance on Services provided through the Adult and Dislocated Work Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Service (ES), as amended by the title III of WIOA, and for Implementation of WIOA Final Rules
- ▶ **TEGL 09-17:** Negotiating Performance Goals for the Workforce Innovation and Opportunity Act (WIOA) title I Programs and the Wagner-Peyser Employment Service as amended by Title III, for the Program Year (PY) 2018 and PY 2019
- ▶ **TEGL 21-16:** Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance
- ▶ **Workforce Innovation and Opportunity Act (WIOA):** Public Law 113-128 (29 U.S.C. Sec. 3101, et. seq.), Section 116, Performance Accountability System
- ▶ Workforce Innovation and Opportunity Act; Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions; **Final Rule:** 20 CRF Part 677
- ▶ **WorkforceGPS:** <https://www.workforcegps.org>

References and Resources - Credential

► **Credential E-Learning Module**

- <https://tinyurl.com/y45roubx>

► **Job Aid – Calculating the Credential Attainment Indicator**

- <https://tinyurl.com/yxfn676c>

► **TEGL 10-16, Change 1: Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs**

- https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255

► **WIOA Desk Reference – Credential Attainment Decision Guide**

- <https://tinyurl.com/yxro9shs>

References and Resources - MSG

► **NRS List of Approved Assessments for EFL**

- <https://nrsweb.org/training-ta/ta-tools/assessment>
- <https://www.federalregister.gov/documents/2018/09/21/2018-20590/tests-determined-to-be-suitable-for-use-in-the-national-reporting-system-for-adult-education>

► **TEGL 10-16, Change 1: Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs**

► **Measurable Skill Gains E-Learning Module – WorkforceGPS**

- <https://tinyurl.com/yxvt9kpj>